

# Usable Innovation Selection Process

This document will guide teams through analyzing new or current *innovations* (programs, practices, initiatives) that can be used to meet the identified needs of students and support improved student outcomes. Usable Innovation selection is a multi-step process that may require multiple meetings to facilitate.

## Representative Team of Shareholders

Develop a team of representative shareholders.

Example team members: administrators, instructional coaches, teachers

## Data Analysis

Using multiple sources of data, identify area of need (e.g., mathematics, reading, science, behavior)

Data analysis includes:

- State Assessment Data (K-PREP)
- Universal Screener Data (MAP, Discovery Education, etc.)
- Non-Academic Data (behavior, attendance, etc.)
- [Parent Involvement Data](#)
- [TELL Survey Data](#)
- [ACCESS scores](#)
- Walkthrough Data

## Innovation Inventory

Using the results of the data analysis, conduct an [Innovation Inventory](#) to determine what innovations address the identified need. Based on the innovations being reviewed, add new team members if more expertise is needed.

### Instructions for use of the Innovation Inventory:

- Innovation**—List innovations that are available to address the area of need.
  - Expected Outcome**—List the expected outcome for the innovation.
  - Target Population**—Determine the intended target population of the innovation (e.g., who is the program or practice likely to benefit? Grades K-5? Students with disabilities? General education students? English Language Learners?).
  - Mandated/Regulatory Activity**—Determine whether the innovation is required.
  - Financial Commitment**—Determine the financial commitment of the innovation.
  - Relation to Organization**—Rate how the innovation relates to priorities of the district.
  - Level of Success**—Rate the level of success of the innovation.
- Evidence of Outcomes**—Indicate the evidence that is available to show the level of success based of the innovation (e.g., trials, action research, pre/post data)

### Innovation Inventory



This tool can be used to guide your team's review of past and current programs to get a clear picture of successful strategies, and challenges, along with existing mandates and resource commitments.

Previous Initiatives							
Innovation	Expected Outcome	Target Population	Mandated/Regulatory Activity? Yes/No	Financial Commitment (1=low, 5=high)	Relation to Organization Priorities & Strategic Plan (1=low, 5=high)	Level of Success (1=low, 5=high)	Evidence of Outcomes
Example Math Program	Support teachers to increase student engagement and provide multiple opportunities for student learning	K-6 All classroom settings	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	Neighboring district reports increase in student engagement based on observation data
			<input type="checkbox"/> Yes <input type="checkbox"/> No	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
			<input type="checkbox"/> Yes <input type="checkbox"/> No	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
			<input type="checkbox"/> Yes <input type="checkbox"/> No	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	

### Criteria to Narrow Innovations

Identify criteria to narrow the Innovation Inventory.

Example questions to narrow the inventory:

- Does the innovation support our target population identified in the data analysis?
- Does the innovation reflect what research shows as best practice?
- Is the financial commitment sustainable long-term?
- Is there evidence to support the success of the innovation?

Note: Narrow the Innovation Inventory to a manageable number (2-4).

### Hexagon Discussion and Analysis Tool

With the remaining innovations, conduct an in-depth analysis using the [Hexagon Discussion and Analysis Tool](#).

The Hexagon Tool can help districts and schools appropriately select evidence-based instructional, behavioral, and social-emotional innovations and prevention approaches by reviewing six broad factors:

- **Need**—How well the program or practice might meet identified needs of students
- **Fit**—How the program or practice fits with current innovations, priorities, structures and supports, and parent/community
- **Resources**—Availability of resources for training, staffing, technology supports, curricula, data systems and administration
- **Evidence**—Outcomes that might be expected if the program or practices are implemented well
- **Readiness**—To replicate the program, including expert assistance available, number of replications accomplished, exemplars available for observation, and how well the program is operationalized
- **Capacity**—To sustain and improve implementation over time

#### Instructions for use of the Hexagon Discussion and Analysis Tool:

- I. Answer the questions listed for each of the six categories.
- II. Rate the strength of the innovations for each question (1-low, 5-high).
- III. Document important comments during the discussion process in the notes column.
- IV. Insert additional questions in the blank rows if needed.

### Select Innovation and Action Plan

After completing the Hexagon: Discussion and Analysis Tool for each remaining innovation select the best option based on the team discussion.

Develop an action plan to address missing elements identified within the Hexagon: Discussion and Analysis Tool.

#### Example Action Plan Template:

Missing Element	Action Steps	Person(s) Responsible	Resources Required	Timeline	Evidence of Completion

Select Innovation and Action Plan